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JOINT BASE SAN ANTONIO CELEBRATES THANKSGIVING



(From left) Brig. Gen. Bob LaBrutta, 502nd Air Base Wing and Joint Base San Antonio commander; Lt. Col. Erica Rabe, 802nd Force Support Squadron commander at JBSA-Lackland; Fil Jimenez, 502nd ABW technical director, and 502nd ABW/JBSA Command Chief Master Sgt. Stanley Cadell slice into the holiday cake Nov. 26 at the JBSA-Camp Bullis dining facility, where the leaders helped serve Thanksgiving dinner to service members and civilians. See Page 8 for more Thanksgiving photos from around JBSA.

Photo by Olivia Mendoza



Photo by Esther Garcia

Soldiers and Sailors mingle on Thanksgiving Day at the 11th annual Valero Thanksgiving with the Troops held at the Valero headquarters on the north side of San Antonio. The 400 Soldiers and Sailors were treated to a day of games, snacks, a singing contest and a traditional Thanksgiving meal.



Photo by Robert Rubio

Members of the local San Antonio community complete the registration process during Operation Home Cooking at the Pfingston Reception Center at Joint Base San Antonio-Lackland Nov. 26. The program allows members of the local community to welcome two basic trainees or active duty Airmen into their homes to have Thanksgiving dinner. The program, which has run for 40 years, is designed to bring the holidays to those in basic or technical training who cannot go home for the holidays.

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Online misconduct hurts fellow Soldiers, Army, NCOs tell Dailey

By David Vergun
Army News Service

"Facebook is an extension of the barracks," said Sgt. 1st Class Aaron Leisenring, meaning that in the old Army, what was said in the barracks pretty much stayed in the barracks. Now, online exchanges have replaced a lot of the barracks chatter.

With proliferation of the use of social media by Soldiers, particularly among junior Soldiers, what is said online goes worldwide instantaneously and is often difficult to retract, said Leisenring, who is with Company B, 1st Battalion, 111th Infantry Regiment, Pennsylvania Army National Guard.

Leisenring and dozens of noncommissioned officers, or NCOs, shared their thoughts with Sgt. Maj. of the Army Daniel A. Dailey during the chief of staff of the Army-sponsored NCO



Photo by David Vergun

Sgt. Maj. of the Army Daniel A. Dailey responds to noncommissioned officer input during the chief of staff of the U.S. Army-sponsored Noncommissioned Officer Solarium II at the U.S. Army Command and General Staff College on Fort Leavenworth, Kan., Nov. 18-20.

Solarium II, held at the U.S. Army Command and General Staff College at Fort Leavenworth, Kan., Nov. 18-20.

To further that analogy, Leisenring pointed out that good NCOs have always made it a point to walk through the barracks unannounced during off-duty hours, not

necessarily to spy on bad behavior, but to show concern and presence.

Today, what goes on social media sites should also be important to NCOs, he said, not just from a standpoint of misconduct, but also from the care and compassion perspective.

For instance, while

not on Facebook himself, Leisenring said he gets feedback from Soldiers who interact with others on social media. In at least one instance, a Soldier with suspected suicidal ideations was reported to him and help was rendered.

Dailey agreed with the importance of monitoring social media and he admitted that like Leisenring, he too is not on Facebook, Twitter or other social media outlets. But, a good NCO isn't required to monitor social media sites, he said. He or she creates a climate of trust and communication, whereby if other Soldiers see something amiss, they correct it or bring it to the attention of their NCO.

Dailey pointed out that this requires NCOs who are engaged, and genuinely concerned for the welfare of their troops and who understand the impact of social media. Otherwise, an NCO who

is disengaged or stagnant will probably dismiss what goes online after hours as none of their business.

Impact on mission can be profound, said Sgt. 1st Class Turon Logan, a team leader at the Army Medical Department Noncommissioned Officers Academy on Joint Base San Antonio-Fort Sam Houston.

Disparaging remarks against the nation's leaders, those in the Soldier's chain of command and co-workers are not only hurtful, they can have a strategic impact, Turon said. Even jokes can come off as sexist, racist, culturally insensitive or religiously intolerant, even when not meant to be.

This may not seem fair, he said, but people often "look at content, not context."

Turon said he doesn't advocate automatic pun-

See ONLINE, P9

Commentary: volunteerism affects positive change

By Lt. Col. Stephen A. Simko
349th Maintenance Group
Travis Air Force Base, Calif.

Throughout our military careers, we often talk of being a volunteer force, a subset of our culture that has volunteered to serve our country in the profession of arms.

Without disrespect to anyone in uniform or those that have served before me, I have always been in conflict over the military/volunteer

discussions.

Granted, there were times in our past when the draft was in place and a number of our nation's citizens were forced into service. My conflict centers on the aspect that we are all compensated for our service, we receive some amount of pay, housing allowances, bonuses at times, medical benefits and a variety of other benefits throughout our career.

By definition, yes, we did all volunteer to

serve our country in the military. But when I talk about volunteerism, I am referring to those that have given their own time and energy to serve others - these are the people I have the highest level of respect. It is this type of volunteerism that I think each and every one of us owes to the various communities we live in throughout our careers.

There are a number of great quotes relative to volunteerism. One that

struck a chord with me is from Gandhi who said, "The best way to find yourself is to lose yourself in the service of others."

As members of the Air Force, we all live very busy lives, from our normal duty schedules, to exercises, weekend duties, shift work, and especially deployments.

It is easy to fall into a mundane pattern of life. If volunteer work isn't already part of your life, I would challenge you to start out with finding just

an hour a week to "lose yourself in the service of others."

If you look at the microcosm of "any base USA," I would argue that we easily make up the most diverse of skillsets per acre anywhere in the county. Take that and match it up against the needs of just about any community, and you should easily find a volunteer opportunity that matches your specific

See VOLUNTEERISM, P7



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<http://www.samhouston.army.mil/pao>

News Briefs

Check Your Military, CAC, Dependent ID Expiration Dates

All Defense Enrollment Eligibility Reporting system, Command Access Card and military ID card locations throughout Joint Base San Antonio are by 100 percent appointment only and wait time for an appointment can be up to 30 days. Civilian and military members need to remember when their CACs and military IDs expire and schedule renewal appointments appropriately. Plan ahead for your family members for when their ID cards or and DEERS updates need to be made. Appointments can be made online at <https://rapids-appointments.dmdc.od.mil>.

Holiday mail deadlines

To ensure holiday packages and mail are delivered on time for the holidays, the United States Postal Service recommends customers observe the following mailing and shipping deadlines:

- Tuesday - Priority Mail Express International®
- Dec. 15 - Standard Post™
- Dec. 19 - Global Express Guaranteed® and First Class Mail®
- Dec. 21 - Priority Mail®
- Dec. 23 - Priority Mail Express®

For more details, call the Joint Base San Antonio-Fort Sam Houston Post Office at 226-0089.

JBSA Transition Summit

A free hiring fair and transition summit for service members, veterans and military spouses is scheduled for Wednesday and Thursday at the Joint Base San Antonio-Fort Sam Houston Community Center, 1395 Chaffee Road. The event features federal and state agencies, local military and community leaders and innovators in the business community. The two-day interactive summit also features panel events, recruiter training and facilitated discussions on improving competitive employment opportunities. The first panel is at 4 p.m. Wednesday, followed by a networking reception at 5:30 p.m. for employers, senior leaders and job seekers. At 9:30 a.m. Thursday, there are employment workshops for job seekers, followed by interactive forums and panels at 11 a.m. and the hiring fair/career forum at 1 p.m. Register at <http://www.hiringourheroes.org>.

See NEWS BRIEFS, P6

Fort Sam Houston honors native culture for American Indian Heritage Month

The contributions American Indians have made to the U.S. military and nation were honored at an American Indian Heritage Month celebration of native culture at the Jimmy Brought Fitness Center Nov. 21. The ceremony was originally

planned for the Quadrangle, but inclement weather moved it inside.

Edwin J. De Luna, United San Antonio Pow-Wow, Inc. president, blessed and purified the ground and those attending the 16th Annual

Honoring the Veteran's Pow-Wow.

A pow-wow is a ceremonial gathering of Native people and communities to honor traditions, cultures, spiritual and social life.

(Source: U.S. Army North Public Affairs)

Edwin J. De Luna (left), United San Antonio Pow-Wow, Inc. president, blessed and purified the ground and those attending the 16th Annual Honoring the Veteran's Pow-Wow at the Jimmy Brought Fitness Center on Joint Base San Antonio-Fort Sam Houston Nov. 21.



(Above) Military members and their families gather to watch the 16th Annual Honoring the Veterans Pow-Wow at the Jimmy Brought Fitness Center on JBSA-Fort Sam Houston Nov. 21. The Pow-Wow was hosted by U.S. Army North and the program was brought to the community by Members of United San Antonio Pow-Wow, Inc.



(Left) Members of United San Antonio Pow-Wow, Inc. form a circle and strike the drum in unison with covered mallets at the Jimmy Brought Fitness Center on JBSA-Fort Sam Houston Nov. 21. The men then blended their voices with the beating of the drum to create songs. The songs are often in the Indian language of the drum members.

Photos by Sgt. 1 Class Wynn Hoke

Military members join Lt. Gen. Perry L. Wiggins, commanding general of U.S.

Army North (Fifth Army) and Senior Commander of Fort Sam Houston and Camp Bullis; Brig. Gen. Peter Bosse, deputy commanding general Reserve Affairs and director AREC; and Brig. Gen. Bob Labrutta, 502nd Air Base Wing and Joint Base San Antonio commander, along with members of the United San Antonio Pow-Wow, Inc. in ceremonial garb during the 16th Annual Honoring the Veteran's Pow-Wow at the Jimmy Brought Fitness Center Nov. 21. The ceremony drew more than 100 military, family and civilians who participated in song and dance in the traditions of Native Americans.



Army Civilian Education System raises bar for Army North Logistics Division

By Gwendolyn Oquendo
U.S. Army North Logistics Division

The Army is increasingly calling upon its civilian corps to assume responsibility at all levels while playing a key role in accomplishing the Army mission.

U.S. Army North, in its role as the U. S. Northern Command Joint Force Land Component Command and the Army Service Component Command, relies heavily on a trained and educated civilian workforce.

Army North's logistics division, or G4, is a strong advocate for the Civilian Education System, or CES, as the civilian's account for 47 percent of

the organization.

"The CES provides additional tools that you can refer to and look back on," said Christopher Lowd, Army North G4 transportation specialist. "Most of all, it makes you think out of the box and that benefits all of us."

The Civilian Education System is the foundation of the Army's leader development program for all Army civilians and provides a progressive and sequential path forward for career and leadership training throughout their careers.

Depending on career progression, civilians can take the foundation, basic, intermediate or advanced CES course.

The intermediate course is a prerequisite for the advanced course and focuses on organizational assessment, organizational leadership, and management.

"Analyzing organizations during the Intermediate Course helped me with my understanding and assessing problems and coming up with solutions," said William Reid, Army North G4 transportation specialist.

Lowd added that because of the intermediate course, his enhanced communication and conflict management skills increased his willingness to seek greater responsibility.

A pivotal course in

civilian professional development is the advanced course. Rick Ruiz, ARNORTH G4 deputy chief of mobility division, graduated from the course in September and is excited to put what he learned to use.

"The advanced course introduced me to several concepts that enhance my knowledge, my ability to function in a complex work environment and strategic operations," Ruiz said.

The advanced course focus is to educate students on strategic thinking and assessment, change management, developing a cohesive organization, managing a diverse workplace and

management of resources.

"I believe attending the CES courses has helped me become a better leader. Going through the CES courses opened me up to a much broader range of ideas and concepts that I never really considered before," Ruiz said. "Before the course, I was singularly focused on my functional area that is transportation/logistics. I understand now that being a good leader is more than just knowing your functional area. It is about setting the example and influencing and motivating people in a positive way."

As Department of Defense civilians progress in their career, they are

assigned to greater levels of responsibility that will require more than just being a functional expert.

The CES offers one of the few opportunities to go beyond your functional career field and learn about leadership, critical thinking and team building. These are all important skill sets that are required at all levels of the Army and imperative for future career progression.

"It is very important for the person trying to improve their capabilities and working relationship to take advantage of the education offered through CES," Lowd added.

For more information, visit <http://cpol.army.mil>.

ARMY NORTH HOLIDAY BATTALION RUN



Photo by Sgt. 1st Class Wynn Hoke

Soldiers and civilians from Headquarters and Headquarters Battalion, U.S. Army North got an early start on Fort Sam Houston Nov. 20 with a Holiday Battalion Run. The annual holiday run showcased the esprit de corps with a brisk run with loud cadence and a bunch of synchronized foot stomping. The run ended with a quick reminder of Thanksgiving holiday safety.

Navy's top corpsman visits JBSA Navy medical commands

By Petty Officer 1st Class
Jacquelyn D. Childs
NMETC Public Affairs

Force Master Chief Petty Officer Terry Prince, Navy Medicine's force master chief and director of the Hospital Corps, made his first trip to San Antonio Nov. 16-18 since

assuming his role as the Navy's top hospital corpsman.

Prince came to San Antonio to speak with senior leaders and Sailors from various Navy Medicine education and training commands.

During his time in the area he visited the

Navy Medicine Education and Training Command and the Navy Medicine Training Support Center to discuss the current education and training of the hospital corpsmen as well as potential changes in the future.

"It's been an awesome visit," Prince said during

an all-hands call. "There's no more important place, especially as we're developing and growing hospital corpsmen and the technicians."

Prince encouraged feedback from everyone with whom he spoke in small meetings and large all-hands calls, saying he wanted to know what might not be going right in order to make necessary changes.

"If you're a Sailor in Navy Medicine, it's my responsibility to make sure the road of opportunity and excellence is paved for you," Prince said. "That's what I do. And if that's not what I'm doing, you need to tell me that."

Many different items of discussion came up regarding the training and qualifications of hospital corpsmen as well as the



Photo by Petty Officer 1st Class Jacquelyn D. Childs

Rear Adm. Rebecca McCormick-Boyle (left), commander, Navy Medicine Education and Training Command, gives Force Master Chief Terry Prince (second from right), Navy Medicine, a command brief. Prince visited different Navy Medicine commands in San Antonio to talk to leaders and Sailors Nov. 16-18.

duties and responsibilities of the instructors. Hospital Corps students and staff alike left the all-hands calls with a good first impression of their new director.

"It was great to meet the new force master

chief," said Petty Officer 1st Class Tristan McCauley, Basic Medical Technician Corps Program instructor. "He seems like a really down to earth, good-humored man. I think he'll keep our corps strong and on the right path."



Navy Medicine's Force Master Chief Terry Prince held an all-hands call at the Medical Education and Training Campus at Joint Base San Antonio-Fort Sam Houston to talk to Navy instructors and staff. Prince visited different Navy Medicine commands in San Antonio to talk to leaders and Sailors Nov. 16-18.

News Briefs

Continued from P3

Band Of The West Holiday In Blue

The U.S. Air Force Band of the West's Concert Band presents a free concert at 3 p.m. Saturday and 7 p.m. Monday at the Edgewood Independent School District Theater for the Performing Arts at 402 Lance St. Visit <https://www.eventbrite.com/e/holiday-in-blue-dec-5-2015-tickets-19365617082> for tickets.

JBSA-Fort Sam Houston Blood Drive

A blood drive will be held from 9 a.m. to 1 p.m. Tuesday at the 502nd Air Base Wing headquarters, building 247. For more information, call 292-8145.

323rd Army Band Holiday Special

The 323rd Army Band "Fort Sam's Own" performs a holiday special at 6 p.m. Dec. 12 at the Trinity University Laurie Auditorium, 1 Trinity Place in San Antonio. Event is free and open to the public. Visit <https://www.eventbrite.com/e/an-army-band-holiday-special-tickets-19413138219> for tickets.

2015 Federal Benefits Open Season Underway

The open season for the Federal Employees Health Benefits Program, Federal Employees Dental and Vision Insurance Program and the Federal Flexible Spending Account Program continues through Dec. 14. Enrollment in a Self Plus One option is now available for the FEHB and enrollment in this program will satisfy the Affordable Care Act's minimum essential coverage requirement. FEHB election are effective Jan. 10, 2016 and will be reflected on leave and earnings statements for the pay period ending Jan. 23, 2016. FEDVIP elections are effective Jan. 1, 2016. The benefit period for health care and limited expense flexible spending accounts runs from Jan. 1 to Dec. 31, 2016. The benefit period for dependent care flexible spending accounts runs from Jan. 1 of the current year through March 15 of the following year. Federal employees can find more detailed information on making an open season election on the myPers website at <https://myPers.af.mil>.

U.S. Forces Korea command sergeant major chosen as senior enlisted advisor to Joint Chiefs chairman

Army Command Sgt. Maj. John W. Troxell of U.S. Forces Korea will be the next senior enlisted advisor to the Joint Chiefs of Staff.

Chairman of the Joint Chiefs Marine Corps Gen. Joseph F. Dunford Jr. announced Troxell's selection to replace Marine Corps Sgt. Maj. Bryan B. Battaglia on Wednesday. Battaglia was selected for the role by former Chairman Army Gen. Martin Dempsey and was sworn in Sept. 30, 2011. Battaglia retires this month.

Troxell, 51, will be the nation's third SEAC, a post which serves as the armed forces' most senior noncommissioned officer and the principal military advisor to the chairman and the U.S. secretary of defense on all matters involving joint and combined total force integration, utilization, health of the force and joint development

for enlisted personnel.

"All of the candidates epitomize senior enlisted leadership," Dunford said in a statement announcing Troxell's selection. "Sgt. Maj. Troxell is someone Soldiers, Airmen, Marines and Sailors can look up to. He can inspire people and he is someone I trust to tell me things straight."

Troxell is the command senior enlisted leader of the United Nations Command, Combined Forces Command and United States Forces Korea, stationed in Yongsan, South Korea. He enlisted in the Army in 1982 as an armored reconnaissance specialist and has served in numerous units throughout his career, including as the senior enlisted adviser for I Corps at Joint Base Lewis-McChord, Wash., and as the senior NCO for the U.S.-led International Security

Assistance Force-Joint Command in Afghanistan. He served combat tours of duty in Operation Just Cause, Operations Desert Shield and Desert Storm, two tours in Operation Iraqi Freedom and one in Operation Enduring Freedom.

During a May symposium on U.S. Land Power in the Pacific in Oahu, Hawaii, Troxell expressed some of his expectations for non-commissioned officers after serving in a joint, combined environment at U.S. Forces Korea.

"When we talk about interoperability, my definition is the ability, confidence and comfort for a noncommissioned officer to operate in any environment, whether it's their service environment or working around partner security forces or working with other services," Troxell said. "The way I think we get after that is through

horizontal communication. We do a great job at vertical communication. What we have to get better at is horizontal communication in the joint and combined perspective.

"What we want is the ability to have that service identity and understand that as an Army there are things we have to stand alone on, but also, that we are never going to face another fight alone," Troxell said. "It's going to be in a joint capacity, and also a multinational capacity."

The first enlisted service member to hold the position was Army Command Sgt. Maj. William J. "Joe" Gainey, who was SEAC from Oct. 1, 2005, until he retired in April 2008. The post was created in 2005 by then-Joint Chiefs Chairman Marine Corps Gen. Peter Pace during the height of the Iraq and Afghanistan conflicts and

growing concern about the health and sustainability of the force.

Pace's successor as chairman, Adm. Mike Mullen, opted not to appoint a senior enlisted adviser, although Dempsey did shortly after he assumed the chairman position. Dunford's decision to name a SEAC may help institutionalize the relatively new position.

By DOD regulation, eligible for the position are only senior enlisted advisors assigned to the military's top four-star commands – senior enlisted members of each of the five services, the nine combatant commands, the National Guard Bureau, U.S. Forces Korea, U.S. Forces Afghanistan, U.S. Cyber Command and Allied Command Transformation, a NATO command.

(Source: NCO Journal)

MICC SPONORS BRING YOUR CHILD TO WORK DAY

Almost 40 children participated in the 2015

Mission and Installation

Contracting Command Bring Your Child to Work Day at Fort Sam Houston Nov. 24. The

children of Soldiers and civilian employees from the MICC headquarters, 412th

Contracting Support Brigade and MICC-Fort Sam Houston contracting office took part in a variety of activities throughout the day. Those

activities included briefings on social media safety, fire safety, job and interview skills, a personality test, arts and crafts, painting and outdoor games. Children also had a chance to

see and climb into a variety of military vehicles from Army South on static display, a fire truck,

police car and a demonstration by a military working dog team from the 802nd Security Forces Squadron at Joint Base San Antonio-

Lackland. Army recruiting also supported the event with an inflatable football toss and basketball goal.



Photos by Daniel P. Elkins

Victoria Childers attempts to move a cookie from her forehead to her mouth without the use of hands during games at the 2015 Mission and Installation Contracting Command Bring Your Child to Work Day Nov. 24 on Fort Sam Houston.

Commentary: Diabetes and periodontal disease: What is the relationship?

By Tech. Sgt. Claudia Holcomb
59th Dental Group

Did you know that people with diabetes are twice as likely to develop or have complications with periodontal (gum) disease?

Many people aren't aware of the link between diabetes and periodontal disease.

According to the American Academy of Periodontology, periodontal disease is a result of infection and inflammation of the gums and supporting structures of the teeth. Diabetes can slow down the healing process, making patients more vulnerable to infection and more likely to develop or worsen their periodontal disease.

It is important for everybody, especially people with diabetes, to visit the dentist at least once a year to receive an oral health assessment. A good oral hygiene regi-



Photo by Staff Sgt. Kevin linuma

Tech. Sgt. Claudia Holcomb, 59th Dental Squadron certified registered dental hygienist, cleans a patient's teeth at the Dunn Dental Clinic, Joint Base San Antonio-Lackland, Texas, Oct. 8, 2015. The American Dental Association advises people with diabetes to seek more frequent cleanings and maintain a good oral hygiene regimen.

men of proper brushing and flossing at home is essential to maintain an overall balance between the disease and

oral health.

People should also look out for the warning signs of periodontal disease. Common indica-

tions include bleeding or tender gums, and loose teeth or gums that are pulling away from the teeth.

Keeping diabetes under control is a key factor in controlling periodontal disease and vice versa. For example, when periodontal disease is uncontrolled, the effects of diabetes tend to worsen, which result in the body requiring more insulin.

When diabetes isn't under control, it tends to cause or prolong periodontal disease episodes more frequently. Patients can also develop other side effects, such as a burning tongue or dry mouth.

The American Dental Association advises people with diabetes to seek more frequent dental prophylaxis, or cleanings, to reduce the amount of bacteria and inflamed tissues in the oral cavity. High levels of bacteria cause chemi-

cal changes in your body that could negatively affect the action of insulin.

Frequent dental examinations, combined with a healthier diet and proper flossing and brushing, can make the relationship between diabetes and periodontal disease more manageable. Maintaining periodontal disease and diabetes requires good home care and the support from your dentist, dental assistant and dental hygienist.

Being an active participant in your dental treatment is important for a successful outcome and is a key factor in preventing and controlling any oral health problems. For more information, visit the American Dental Association website at <http://www.ada.org>.

VOLUNTEERISM from P2

skillset or interest.

Volunteering doesn't have to be a big, formal program or event; it is oftentimes a simple act we may take for granted that is received with the most thanks.

Tennis champion Arthur Ashe stated it best: "Volunteer! Start where you are. Use what you have. Do what you can."

Although the basic premise of volunteering is to help someone else, there are a number of benefits the volunteer receives as well.

For starters, there are psychological benefits. Mark Snyder, a psychologist and head of the Cen-

ter for the Study of the Individual and Society at the University of Minnesota, states that "people who volunteer tend to have higher self-esteem, psychological well-being, and happiness. All of these things go up as their feelings of social connectedness goes up, which in reality, it does. It also improves their health and even their longevity."

In a recent study from Carnegie Mellon University, published in the Psychology and Aging journal, adults over age 50 who volunteered on a regular basis were less likely to develop high blood pressure than non-volunteers, demonstrating a direct physical

benefit of volunteering.

Although the physical and psychological benefits are real and good for us, the reward I have found most beneficial is affecting positive change in the lives of others.

Most of my volunteer efforts have centered on coaching youth sports and volunteering with Boy Scouts of America. Were those opportunities challenging, time consuming, stressful and lots of work? Absolutely. However, that is never what comes to mind when I look back on my efforts.

The best memories that come to mind are that of a kid that was very shy and afraid of camping on his first trip

earning his Eagle Scout five years later; or that 12 year old that was about to quit volleyball but grew into the sport and went on to play collegiately; or even a former athlete I coached at the middle school level that later joined the military.

There is no way of measuring the specific impact I've had over the years on those I have served, but I like to think that I have at a minimum been a positive role model to all those I have volunteered with.

In closing, former British Prime Minister Winston Churchill stated, "We make a living by what we get. We make a life by what we give."

JOINT BASE SAN ANTONIO CELEBRATES THANKSGIVING



Photo by Robert Rubio

(From left) Rose Hayward, Live Oak Dining Facility food service specialist, Chief Master Sgt. Gerardo Tapia, Air Education Command command chief and AETC Commander Lt. Gen. Darryl Roberson serve Thanksgiving dinner to Airmen in technical training Nov. 26 at the Live Oak Dining Facility at Joint Base San Antonio-Lackland. Roberson and Tapia, along with JBSA-Lackland wing and squadron commanders, served a Thanksgiving meal to more than 300 Airmen, retired service members and their families.



Photo by Robert Shields

Brooke Army Medical Center Commander Col. Evan M. Renz (right) and Command Sgt. Maj. Albert Crews serve Thanksgiving dinner to hundreds of attendees in the new dining facility at the San Antonio Military Medical Center Nov. 26.



Photo by Esther Garcia

Soldiers show off their talents during the Military's Got Talent competition at the 11th annual Valero Thanksgiving with the Troops held at Valero Headquarters in San Antonio Nov. 26.



Photo by Robert Shields

Brooke Army Medical Center Deputy Commander for Surgical Services Col. Douglas Soderdahl and his family deliver a Thanksgiving basket of fruit to a patient at the San Antonio Military Medical Center Nov. 26.



Photo by Phillip Reidinger

Retired Air Force Master Sgt. Travis Briggs (center) celebrates 13 years as a Mission Thanksgiving host family inviting (from left) Soldiers Chris Rosario, Alfredo Ramirez, Maria Castaneda and Victoria Tennyson to his home for Thanksgiving Day activities Nov. 26. More than 100 families from the San Antonio and surrounding communities invited more than 300 Soldiers attending medical training on Fort Sam Houston and assigned to the 32nd Medical Brigade and Academy Brigade, U.S. Army Medical Department Center and School, Army Health Readiness Center of Excellence, into their homes for the Thanksgiving holiday.

Glen Gray, Valero employee, offers coffee to Soldiers at the 11th annual Valero Thanksgiving with the Troops on Thanksgiving Day held at the Valero Headquarters in San Antonio. This the 11th year Gray has volunteered to help serve the approximately 400 Soldiers and Sailors who attend this event.

Photo by Esther Garcia



Members of the 264th Medical Battalion, 32nd Medical Brigade, U.S. Army Medical Department Center and School, Army Health Readiness Center of Excellence hosted the first annual Operation USO Turkey Drop on Fort Sam Houston Nov. 24. Volunteers from HEB and the USO gave away 300 turkey baskets to military families. The baskets contained a turkey, stuffing, potatoes, rolls, gravy, green beans, desserts and an aluminum pan to cook the turkey.

Photo by Phillip Reidinger

ONLINE from P2

ishment for every comment. Sometimes there's a gray area where Soldiers say something they don't realize is offensive or hurtful, but might be to some. In those instances, a good NCO will provide compassionate guidance, pointing out how words or photos can be misconstrued. It boils down to good leadership.

In other cases, online misconduct can be purposeful and in those instances, action should be taken, he said.

Army officials said if online misconduct is reported to the military police or Criminal Investigation Division, there are now criminal codes in place to track those cases. Discussion of the impact of online conduct is being incorporated into climate surveys as well.

Master Sgt. Michelle Johnson, Dailey's public affairs advisor, said if online misconduct is reported to the military police or Criminal Investigation Division, there are now criminal codes in place to handle those cases. She added that online misconduct is being incorporated into climate surveys as well.

Turon said he advises his Soldiers that if they wouldn't want to say something on TV, they

certainly should not want to say it online, as "everyone in the world is tuned in and how they interpret it is not up to you."

Soldiers have frustrations and strong opinions on a variety of topics, but he said, they should step back and think it over before publishing those remarks.

The nation's enemies, the Islamic State among them, have become savvy social media users, Turon added. Remarks said online can be used by them against the U.S., and that gets into the area of operational security. He said more Army G-6 involvement on the topic would be beneficial.

Sgt. 1st Class Benjamin Coburn, Company B, Womack Army Medical Center on Fort Bragg, N.C., said it would be helpful if the Army clarifies its online misconduct policy. Army Regulation 600-20 lightly touches on the topic.

Under the topic of hazing, it states: "It need not be committed in the physical presence of the victim; it may be accomplished through written or phone messages, text messages, email, social media, or any other virtual or electronic medium."

Coburn said revisions that will come out next

year will hopefully address the topic more fully in depth with definitions, potential adverse effects, reporting processes and penalties. A separate section on the topic would be ideal, he said.

Dailey said some Soldiers think they wield a "Spartan shield" when they log online after hours, meaning they believe they can say whatever they like on their own time. "There's no such thing as misconduct off or on duty. It's all misconduct.

As far as being the target of criticism and snarky comments, Dailey said "more people write bad things about me online than probably anyone else."

Having said that, Dailey added he doesn't want Soldiers to stop having fun and he doesn't want to go overboard in invading their space.

Engaged leadership at every level will ultimately get this problem under control, he said.

Besides online misconduct, a number of other topics were addressed during the solarium. Among them was training and education.

Sgt. 1st Class Jason Hull, 20th Chemical, Biological, Radiological, Nuclear and Explosives Command, Aberdeen Proving Ground, Md., said training should

be "realistic and relevant." Much of it is not.

NCOs need better guidance in how to train, the right people need to be selected as trainers and an extra week needs to be added to the NCO education system, he suggested.

Hull provided an example of realistic and relevant training he once had when he was with an explosive ordnance disposal unit. Instead of scripted training, the NCOs were given the responsibility for developing their own training plan for finding and clearing a chemical weapons cache at a location never before seen, working with an infantry platoon they'd never operated with.

Planning and executing the mission required a lot of higher order critical thinking and combined a lot of skills and tasks that are normally taught in isolation, Hull said. The training crossed all lanes.

Another suggestion he had was a training stand-down two days a month, where small-unit NCO leaders spend quality training time with their troops, developing their own training plan. Hull said this type of training was conducted in a unit he was with overseas, but he hasn't seen it done stateside.

Hull admitted that there seems to be an ever-increasing amount of mandatory training requirements, a lot of it conducted online.

Dailey said he agreed with much of Hull's input, but some mandatory training is required by law and he doubts it will ever go away. It's commanders' responsibility to prioritize the type of training Soldiers engage in, he added.

Dailey noted that as weaponry and tactics became more sophisticated and as junior Soldiers took on increasing responsibility, starting especially during World War II, NCO education evolved and more emphasis was placed on decentralized decision-making.

Also, emphasis increased on critical thinking skills as opposed to repetitive tasks - although a certain amount of repetitive training is still necessary to gain fundamental skills, particularly in basic training, he said.

The leadership schoolhouses are making training more realistic, relevant and rigorous, as well as making it more difficult to pass a course by doing the bare minimum, he added.

Solarium is an Army chief of staff initiative that began in 2014, with

the goal of informing and shaping the future direction of the Army. The concept was drawn from Project Solarium, a national-level exercise in strategy and foreign-policy design led by President Dwight D. Eisenhower in 1953. That effort produced a U.S. national security document that laid the foundation for a Cold War policy that lasted for decades.

There have been other solariums since, two with captains and two with NCOs, including this one.

Lt. Gen. Robert B. Brown, Combined Arms Center commander, provided insights about how solarium is conducted during his closing remarks, Nov. 20.

He said the chief and others wrestled over deciding whether or not to provide solarium participants with information regarding ongoing efforts by senior leaders to reform and improve things. The decision, he said, was not to do that.

"We wanted your unadulterated ideas," Brown said. "We didn't want to influence you with our ideas and things we're already working on. Some of you came up with solutions we're already working on. That validated and reinforced what we're doing."

JBSA, Bexar County firefighters build joint knowledge base, support relationships

By Senior Airman Alexandria Slade
JBSA-Randolph Public Affairs

Firefighters from Joint Base San Antonio-Fort Sam Houston, JBSA-Lackland and JBSA-Randolph, along with those from Bexar County, joined to review basic firefighting techniques and build support relationships during a joint training Nov. 16-18 at JBSA-Fort Sam Houston.

The training covered multiple basic firefighting techniques including ladder rescue, emergency medicine, search and rescue and how to quickly suppress and extinguish a house fire.

"Bringing JBSA and local firefighters together for training like this better prepares us to work as one team against real world emergencies in the future," said Scott Ridenour, 502nd Civil Engineer Squadron assistant chief of training. "Joint training is an opportunity to share resources and skill sets, understand each other's environments and to build bonds and better communication within JBSA and with local community fire departments."

The training began when a fire was lit in a designated training room within the building using materials similar to what would burn in most homes, including straw, wood pallets and excelsior. This combination produces a copy of the dangerous heat and smoke that firefighters would face from a real house fire.

To make training sessions more realistic, JBSA fire training facilities are at least two stories high with maneuverable rooms. While also focusing on the most efficient route for a fire hose, searching for injured individuals and keeping their team safe, training firefighters are unable to memorize their route through the 'home'.

"We have a constant stream of new firefighters at my station that will benefit from the training I'm receiving over these three days," said Paul Espinoza, Bexar County firefighter and emergency medical technician. "There are a lot of different techniques I've learned for rescue and fighting structural fires and I've made great connections with the military firefighters here."

For one of the newest JBSA firefighters, this training combined his willingness to learn and senior firefighter's ability to pass on years of expertise.

"I've only been in for a year, and it's been helpful during this training to be able to draw from the knowledge of people who have done firefighting as a career," said Airman Evan Nares, 502nd CES firefighter. "Having this knowledge can save lives. I'll be able to fall back on it when I'm in a real world emergency."

The basic firefighting techniques training is one of several held this year by 502nd CES firefighters, along with aircraft familiarization training, flash flood rescue, wildfire and vehicle extraction scenarios.



Photos by Airman 1st Class Stormy Archer

502nd Civil Engineer Squadron firefighters start a training fire Nov. 17 at the Joint Base San Antonio-Fort Sam Houston burn building. Firefighters from JBSA-Randolph, JBSA-Lackland, JBSA-Fort Sam Houston and Bexar County combined to review basic firefighting techniques including ladder rescue, emergency medicine, search and rescue and how to quickly suppress and extinguish a house fire.



Aaron Lathrop, Fire Department Training Network instructor, speaks to 502nd Civil Engineer Squadron and Bexar County firefighters Nov. 17 at Joint Base San Antonio-Fort Sam Houston. Firefighters from JBSA-Randolph, JBSA-Lackland, JBSA-Fort Sam Houston and Bexar County combined to review basic firefighting techniques including ladder rescue, emergency medicine, search and rescue and how to quickly suppress and extinguish a house fire.



502nd Civil Engineer Squadron and Bexar County firefighters advance a hose line up a flight of stairs Nov. 17 at Joint Base San Antonio-Fort Sam Houston. Firefighters from JBSA-Randolph, JBSA-Lackland, JBSA-Fort Sam Houston and Bexar County combined to review basic firefighting techniques including ladder rescue, emergency medicine, search and rescue and how to quickly suppress and extinguish a house fire.



Tech. Sgt. William Everett, 502nd Civil Engineer Squadron firefighter, operates a fire engine pump panel Nov. 17 at Joint Base San Antonio-Fort Sam Houston. Firefighters from JBSA-Randolph, JBSA-Lackland, JBSA-Fort Sam Houston and Bexar County combined to review basic firefighting techniques including ladder rescue, emergency medicine, search and rescue and how to quickly suppress and extinguish a house fire.

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Cybersecurity: *staying protected while always connected*

By Andy Ozment

Assistant Secretary,
Cybersecurity and Communications,
Department of Homeland Security

Most of us have developed a very close relationship with our mobile devices: we carry them with us throughout the day, check them frequently, and even sleep with them nearby at night.

Although mobile devices allow us to instantly connect with friends and family, to access the internet, get directions, and make purchases, this increased convenience also comes at an increased risk.

Many of these online activities require us to provide personal information such as our name, email address, account number, and credit card information. This puts us at an increased risk of having this information compromised by cyber criminals.

The Department of Homeland Security is encouraging all Americans to follow these simple steps to ensure the security of their personal information online:

- **Keep your private information private.** Avoid sharing your full name, address, and other personal information online. Frequently check a website's privacy options to ensure you have enabled the highest level of privacy as options may get updated or changed completely.
- **When in doubt, throw it out.** Links in emails, tweets, posts, and online advertisements are often how cybercriminals compromise your computer or mobile device. If it looks suspicious, it's best to delete it, even if you know the source. If appropriate, mark the message as "junk email" so that future messages from the sender do not end up in your inbox.
- **Set strong passwords.** Setting passwords that are long, unique, and hard to guess is one of the most important things you can do to protect your online accounts. Changing passwords regularly and using different passwords for different accounts goes a long way to protecting your online information.
- **Secure your accounts.** Ask for protection beyond passwords. Many websites now offer additional ways for you verify your identity are before you conduct business on their sites, such as two-factor authentication.
- **Secure your mobile device.** In order to prevent theft and unauthorized access, use a passcode to lock your mobile device and always lock it when it's not in use. Never leave your mobile device unattended in a public place.

For more cyber tips and resources, visit the Stop. Think. Connect. Campaign at <http://www.dhs.gov/stop-thinkconnect>.



Program helps Soldiers, veterans get commercial driver's license

By Harry Sarles
Army News Service

More than 10,000 Soldiers and veterans have been issued commercial driver's licenses, or CDLs, since a Department of Transportation program recognizing the driving experience the Soldiers received while in uniform began in 2011.

"I am proud that so many have used this program to secure careers in the transportation sector," said U.S. Transportation Secretary Anthony Foxx. "Just as important, we want to put their valuable skills and experience to work driving the nations' economy."

The Federal Motor Carrier Safety Administration's, or FMCSA's, Military Skills Test Waiver Program grants state licensing agencies,

including the District of Columbia, the authority to waive the skills test portion of the CDL application for active-duty or recently separated veterans, who possess at least two years of safe driving experience operating a military truck or bus.

Waiving the skills test expedites the civilian CDL application process and reduces expenses for qualified individuals and operating costs to state licensing agencies.

Jeffrey Skinner, chief of the Army Driver Standardization Office on Fort Lee, Va., said Soldiers must have two years or more documented driving experience verified by the 348, military license. They must also fill out the Military Skills Waiver that can be found on the FMCSA website. The commander must

verify the information on the waiver and then sign the form.

From there, the Soldier goes to the Department of Motor Vehicles and takes the written portion of the CDL test. The waiver cancels out the need for the physical driving test portion.

Starting in 2011, Driver Standardization Office personnel worked directly with each state and with the Department of Transportation to encourage licensing authorities to develop a Military Skills Waiver for Soldiers. Some states took a bit longer than others, but the result is each state as well as the district now has a waiver.

The program is not limited to transportation military occupational specialties, or MOSs, so

Soldiers in other disciplines, whose duties include driving a truck or bus, can use this method to get a CDL.

Skinner is now working to get additional recognition for Soldiers, who train as drivers. He is working with the chief of the CDL department at the Transportation Department to establish a rule that will allow Army MOS 88Ms and Marine Corps MOS 3355s, who complete advanced individual training and are subsequently licensed at their units to be able to go to the Department of Motor Vehicles where they are stationed and do a direct exchange for a CDL. What this will do is cancel the two-year requirement and give them credit for their training and licensing at their unit.



Photo courtesy Fort Leonard Wood, Mo., Public Affairs

A Soldier backs up a 5-ton cargo truck under the watchful eye and stop watch of a grading official during the 58th Transportation Battalion truck rodeo on Fort Leonard Wood, Mo., in May.

U.S. ARMY SOUTH PERSONNEL VISIT KIPP CHARTER SCHOOL



Photos by Army Maj. Janelle A. Garner

Col. Angela Myslisiec, an oncologist for the Army and U.S. Army South, talks about going to the U.S. Military Academy at West Point, N.Y., and what college courses she had to take to become a doctor.

A KIPP student tries on an aviator helmet during a career day information brief from U.S. Army South aviator Chief Warrant Officer 3 Roger Martinez during a visit Nov. 18. KIPP is a free, open-enrollment, college preparatory public school dedicated to preparing students in underserved communities for success in college and life. Army South Soldiers and civilians spoke about military occupations for the school's career day.



Recipe for a good night's sleep: Get ready to take on the day

By BethAnn Cameron
U.S. Army Public Health Command

Are you ready to take on the day? Sleep is a necessity – just like food, water and air. Sleep is essential to good health, emotional well-being and performance.

Without enough sleep, everyone is at increased risk for:

- Motor vehicle accidents
- Increased obesity, diabetes and heart problems
- Increased risk for psychiatric conditions including depression and substance abuse

Numerous studies have shown that not getting enough sleep may lead a person to:

- React slower
- Have trouble focusing and paying attention
- Get easily confused
- Have trouble remembering new information
- Get stressed more easily
- Make more mis-

takes and make poor judgments

When military members do not get enough sleep, their ability to judge is diminished. Diminished judgment causes bad tactical decisions, which leads to critical errors such as falling asleep at the wheel, recognizing a threat or reacting too slowly to it.

Weight gain is another problem. A 2008 study in the Sleep Journal showed that people with short sleep times had gained weight and increased their body fat.

Lack of sleep has a negative effect on hormones that tell a person when to eat and when to stop eating – this leads to a person overeating.

The good news is behavior changes can resolve sleep problems. Proper sleep practices that promote optimal sleep duration and quality

are important for everyone. A person needs at least 7-8 hours of sleep every night.

The National Sleep Foundation recommends these sleep tips:

- Stick to a sleep schedule. As best as possible, go to bed and wake up at the same time each day.
- Reset your sleep patterns by establishing a wind-down routine. Plan time to unwind. Relax with meditation, reading or listening to soothing music. It will help cue your body and mind begin into recognizing when it is time to sleep.
- Have a dark, quiet, comfortable and cool sleeping environment. Control light, noise and temperature to promote restful sleep. Do not sleep in areas where there is regular activity. Reduce exposure to noise and light by using earplugs, blackout shades or a sleep mask.
- Use your bed only for sleeping, not for other activities such as reading, watching TV, playing computer games or surfing the web. Turn off all electronic devices.
- Avoid large meals 2-3 hours before bedtime. A large meal can cause indigestion that interferes with sleep.
- Avoid caffeine (coffee, colas, chocolate or teas) and nicotine 2-3 hours before sleeping. These stimulants can cause a person not to sleep for up to eight hours.
- Avoid alcoholic drinks before bed. While many people think a drink or two will help them fall asleep, studies have shown that alcohol disrupts sleep.
- Avoid medicines that delay or disrupt your sleep. Some medications, such as heart, blood pressure, asthma medications, over-the-counter medications and herbal remedies for coughs, colds or allergies

can disrupt sleep patterns.

- Do not exercise at least three hours before bedtime. Exercise makes a person more alert and raises the body temperature, which makes it harder to fall asleep.
- Do not lie in bed awake. If you find yourself still awake after lying in bed for more than 20 minutes, get up and do something relaxing (like reading or listening to music) until you feel sleepy.
- Turn the bedroom clock around backwards if you are clock-watcher who wakes up periodically to see how much time it is before having to get up.
- If you are having trouble sleeping after using the above tips, talk with your doctor. Your physician may have other methods to help you to get enough sleep or refer you to a provider for sleep disorders.

Tips for military

members

- Sleep whenever possible. Take naps that add up to 7 to 8 hours for each 24-hour period in order to sustain alertness and performance.
- Avoid using over-the-counter “sleep aids,” which leave one groggy but do not induce actual sleep.

Tips for leaders

- If Soldiers are struggling to stay awake, then their ability to function is already impaired. Consider a “resupply” of sleep just as important as ammunition, food and water. Provide time for quality sleep in the operation plans. Develop a unit sleep management program that gives Soldiers at least six and preferably 7-8 hours to sleep out of every 24.

Get ready to take on your day by getting a good quality sleep. It benefits everyone and improves military readiness.

Taking pride in JBSA appearance a year round endeavor

By David DeKunder
Joint Base San Antonio-Randolph
Public Affairs

From picking up trash to touch up painting, there are several things Joint Base San Antonio members can do on a daily basis to help clean up and spruce up the appearance of the installation.

Paying attention to the appearance of all JBSA locations, including JBSA-Fort Sam Houston, JBSA-Lackland, JBSA-Randolph and JBSA-Camp Bullis, is something installation members should do all the time, said Antony Person, 502nd Civil Engineer Squad-

ron deputy base civil engineer.

“We should always keep our installation looking good and continue to take care of our resources,” Person said. “We are the premiere joint base in the Department of Defense and our installation’s appearance should reflect that.”

Twice a year, mission partners participate in the spring and fall Proud Week Cleanups to help clean and improve the appearance of JBSA. Person said taking pride in JBSA should extend beyond the cleanups.

“This is an opportunity for all JBSA mission partners to show pride in their facilities,” Person

said. “It’s an opportunity to improve our facilities inside and out and to be good stewards of JBSA resources.”

Person said JBSA members can do small things to show their pride in work facilities:

- Picking up trash around buildings and work areas. Trash collected should be put in dumpsters.
- Taking out grass and weeds from cracks in sidewalks, parking lots, mulch beds, rock gardens, fence lines and landscaped areas.
- Cleaning up existing flowerbeds and removing dead plants.

Trimming bushes and shrubs and around tree bottoms.

• Touch-up painting of railings, posts and storage sheds.

Person said JBSA members should also be on the lookout for things that detract from JBSA’s appearance or could be a safety hazard to the installation, including:

- Cracked and uneven walkways.
- Collapsing retaining walls.
- Plugged drainage.
- Broken or rotten tree branches and low hanging branches and downed limbs.
- Large debris.
- Grass growth that creates an unsafe condition.
- Dead animals in the road.
- Fences that are falling

down and street signs that are crooked, facing the wrong direction and have tree or weed growth obstructing them.

- Buildings and structures that need to be cleaned and have a deteriorated or unsafe exterior.
- Pools of water that form in grassy areas after a rainstorm.

JBSA members who see any of these things at any of the JBSA locations should call the 24-hour 502nd CES customer service line at 671-5555.

The 502nd CES provides tools and equipment, including rakes, brooms, trimmers, trash bags, wheel barrows, paint, gloves and safety goggles, to JBSA mem-

bers on a first-come, first-serve basis.

Pick up is available at the following 502nd CES locations: building 4196 at JBSA-Fort Sam Houston; building 5497 at JBSA-Lackland; and building 891 at JBSA-Randolph. The squadron store locations are open from 7:30 a.m. to 3 p.m. Monday-Friday.

JBSA members are required to sign out tools and equipment and should call beforehand to determine availability from the squadron stores.

Store contact numbers are: JBSA-Fort Sam Houston at 221-3471; JBSA-Lackland at 671-2339; and JBSA-Randolph at 652-2242 or 652-3808.

U.S. Office of Special Counsel updates Hatch Act guidance for social media

By Nick Schwellenbach
U.S. Office of Special Counsel

In advance of the upcoming presidential election year, the U.S. Office of Special Counsel has revised its guidance regarding the Hatch Act and federal employee use of social media and email. The guidance is in an online Frequently Asked Questions format.

The Hatch Act limits certain political activities of federal employees. Under the Hatch Act, “political activity” refers to any activity directed at the success or failure of a political party or partisan political group (collectively referred to as “partisan groups”), or candidate in a partisan race.

Social media and email – and the ease of accessing those accounts at work, either on computers or smartphones – have made it easier for federal employees to violate the Hatch Act.

Yet there are many activities employees can do on social media and email that do not violate the law. OSC created a Frequently Asked Questions page to help employees understand what the Hatch Act does and does not allow when using social media and email.

The U.S. Office of Special Counsel routinely receives questions from federal employees and others about when the use of social media and email could violate the Hatch Act.

Given the unique challenges social media poses to federal employees, OSC crafted guidance to help federal employees understand what is and is not allowed under the Hatch Act. Generally, federal employees can avoid violating the Hatch Act if they:

Do not engage in political activity while on duty or in the workplace;

Do not engage in political activity in an official capacity at any time; and

Do not solicit or receive political contributions at any time.

OSC has streamlined the text of its FAQs to be shorter,

clearer, and more accessible to federal employees.

In general, all federal employees may use social media and email and comply with the Hatch Act if they remember the following guidelines, updated in November:

(1) Do not engage in political activity while on duty or in the workplace.

- Federal employees are “on duty” when they are in a pay status, other than paid leave, or are representing the government in an official capacity.

- Federal employees are considered “on duty” during telecommuting hours.

(2) Do not engage in political activity in an official capacity at any time.

(3) Do not solicit or receive political contributions at any time.

“Political activity” refers to any activity directed at the success or failure of a political party or partisan political group (collectively referred to as “partisan groups”), or candidate in a partisan race.

In addition, some federal employees are considered “further restricted,” which means they are prohibited from taking an active part in partisan political management or partisan political campaigns. Thus, they may not engage, via social media and email, in any political activity on behalf of a partisan group or candidate in a partisan race. Most further restricted employees work in law enforcement or intelligence agencies.

These rules have some very limited exceptions. When in doubt, federal employees should consult OSC or their agency ethics officers.



The following list of questions is not comprehensive, but answers many of the most commonly asked questions regarding the Hatch Act and the use of social media and email. Please note that although the FAQs refer to Facebook and Twitter, the advice provided is applicable to any social media platform. If federal employees have further questions, they should email OSC at hatchact@osc.gov.

Social Media

Q: May a federal employee engage in political activity on Facebook or Twitter?

A: Yes, federal employees may express their opinions about a partisan group or candidate in a partisan race (e.g., post, “like,” “share,” “tweet,” “retweet”), but there are a few limitations. Specifically, the Hatch Act prohibits employees from:

- engaging in any political activity via Facebook or Twitter while on duty or in the workplace;

- referring to their official titles or positions while engaged in political activity at any time (note that inclusion of an employee’s official title or position on one’s social media

profile, without more, is not an improper use of official authority); and

- suggesting or asking anyone to make political contributions at any time. Thus, they should neither provide links to the political contribution page of any partisan group or candidate in a partisan race nor “like,” “share,” or “retweet” a solicitation from one of those entities, including an invitation to

a political fundraising event. An employee, however, may accept an invitation to a political fundraising event from such entities via Facebook or Twitter.

Further Restricted Employees: Yes, further restricted federal employees also may express their opinions about a partisan group or candidate in a partisan race (e.g., post, “like,” “share,” “tweet,” “retweet”), but there are a few limitations. In addition to the limitations above, the Hatch Act prohibits further restricted employees from:

- posting or linking to campaign or other partisan material of a partisan group or candidate in a partisan race;

- “sharing” these entities’ Facebook pages or their content; and

- “retweeting” posts from these entities’ Twitter accounts.

Q: May a federal employee engage in political activity on Facebook or Twitter if she is “friends” with or has “followers” who are subordinate employees?

A: Yes, but subject to the limitations described in other related questions and the following guidelines. If a supervisor’s statements about a

partisan group or candidate in a partisan race are directed at all of his Facebook friends or Twitter followers, e.g., posted on his Facebook page, then there is no Hatch Act violation. Such statements would be improper if the supervisor specifically directed them toward her subordinate employees, or to a subset of friends that includes subordinate employees. For example, a supervisor should not send to a subordinate employee a Facebook message or “tweet” that shows her support for a partisan group or candidate in a partisan race.

Q: May a federal employee use a Facebook or Twitter account in his official capacity to engage in political activity?

A: No. Any social media account created in a federal employee’s official capacity should be limited to official business matters and remain politically neutral. Any political activity must be confined to the employee’s personal Facebook or Twitter account, subject to the limitations described in other related questions.

Q: May a federal employee become a “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but not while on duty or in the workplace.

Q: May a federal employee use an alias to “friend,” “like,” or “follow” the social media page of a partisan group or candidate in a partisan race?

A: Yes, but be advised that federal employees remain subject to the Hatch Act even when they act under an alias. Therefore, the advice provided in response to other questions applies regardless of whether or not the employee is acting under an alias.

Q: May a federal employee continue to “friend,” “like,” or “follow” an official social media page of a government official after he has become a candidate for reelection?

A: Yes. For example, a



Holiday Closures

The JBSA-Fort Sam Houston Military & Family Readiness Center is scheduled to close Dec. 24-25, 2015 in observation of the holidays. For more information, call 221-2418 or 221-2705.

Closed for Training

The Military & Family Readiness Center is closed every first and third Thursday from 1-4:15 p.m. for in-service training. Call 221-2418 or 221-2705.

Holiday Spending Workshop

Friday, 10:30 a.m. to noon, Military & Family Readiness Center, building 2797. Avoiding holiday debt means less stress in the New Year. Join us as we review ways to set a holiday budget and reduce spending. Reserve a seat by calling 221-2380.

Newcomer's Orientation

Friday, 8 a.m. to noon, Military & Family Readiness Center, building 2797. Mandatory in-processing briefing for all military and civilian personnel newly assigned to JBSA. Service members must coordinate with their Unit Personnel Coordinator or Commander Support Element. Spouses are welcome to attend; all patrons must be seated by 7:50 a.m. For details, call 221-2705.

Holiday Stress Management

Monday, 11 a.m. to 12:30 p.m., Military & Family Readiness Center, building 2797. Learn about the unique stressors that accompany the holiday season, the impact stress can have on your mind and body, and helpful tips to eliminate and cope with that stress. Call 221-2418.

Accessing Higher Education

Monday-Wednesday, 7:30 a.m. to 5 p.m., Education Center, building 2408. This three-day track focuses on the pursuit of higher education. Service members will review education requirements that support their personal goals. Topics include: achieving academic

success, research and comparing institutions, and financials. Call 221-1213.

Employment Readiness Orientation

Mondays, 9-10 a.m. Military & Family Readiness Center, building 2797. Learn about employment resources and review services offered. Call 221-2380.

Citizenship & Immigration Assistance

Tuesday, 9 a.m. to Noon, Military & Family Readiness Center, building 2797. Information is provided on American customs and culture. A Citizenship and Immigration Service officer will be available on-site to assist with application questions. Eligible patrons will take the Oath of Allegiance at a Naturalization Ceremony beginning at 2 p.m., Dec.. 22. Registration not required. Call 221-2705.

Microsoft Office 2013 Excel Level 1

Tuesday and Thursday, 8 a.m. to noon, Military & Family Readiness Center, building 2797. Training is free to Department of Defense ID cardholders of all skill levels. To register, call 221-2380 or 221-2705. Trainings are held in the computer lab, limited seating available. The computer lab will be closed to all others while training is in session.

Pre-Deployment

Tuesday, 9-11 a.m., Military & Family Readiness Center, building 2797. Service members scheduled to deploy, TDY longer than 30 days, or go on a remote assignment are required to attend this briefing. To reserve a seat, call 221-2418.

Helping Us Grow Securely (HUGS) Playgroup

Tuesdays, 10 a.m. to noon, Middle School Teen Center, building 2515. An interactive playgroup for infants and toddlers; open to parents and their children, ages 5 and under. Registration not required. Call 221-2418.

TAP - Goals, Plans, Success

Wednesday through Dec. 11, 8 a.m. to 4 p.m., Soldier for Life, building 2263. Mandatory five-day workshop for all service members

separating from the military. The GPS workshop is facilitated by the Department of Labor, Veterans Administration, and M&FRC. Call 221-1213.

Post-Deployment

Wednesday, 1-3 p.m., Military & Family Readiness Center, building 2797. Patrons returning from deployment are required to attend this briefing. Review ways to deal with the stressors associated with reintegration back into the home life. Call 221-2418.

General Resume Writing Techniques

Wednesday, 9-11 a.m., Military & Family Readiness Center, building 2797. Learn about the different resume formats and which one to use when writing a non-Federal resume. Get tips on how to effectively write summary statements, employment history and more. Call 221-2380.

Relocation, Overseas Orientation

Wednesday, 10-11 a.m./2-3 p.m., Military & Family Readiness Center, building 2797. Mandatory for personnel E-5 and below, this orientation focuses on pre-departure counseling, relocation planning and preparing for a PCS move. Topics cover entitlement, shipment of household goods, emotional stressors of relocation, employment, and education. Only one session is needed.

Transition Summit And Hiring Fair

Wednesday, 4 p.m. and Thursday, 9:30 a.m., Sam Houston Community Center, building 1395. This two-day summit features speakers and representatives from the Department of Veterans Affairs, Department of Labor Veterans' Employment and Training Services, Department of Defense Transition to Veterans, Small Business Administration, all Armed Forces branches, Chamber of Commerce Foundation's Hiring our Heroes and the local Chamber of commerce. On Wednesday, patrons can take part in an interactive forum and panel discussion for employers and community leaders, a networking reception for employers, senior leaders and job seekers. On Thursday, beginning at 9:30 a.m.,

job seekers may participate in an employment workshop, followed by an interactive forum and panel discussion at 11 a.m. and a hiring fair and career forum at 1 p.m. Employers and job seekers may register for this event online at <http://www.HiringOurHeroes.org>. For more information or details about registration, call (202) 463-5807 or email hiringourheroes@uschamber.com.

Volunteer of the Year Award Nomination Process

Wednesday, 9-11 a.m., Military & Family Readiness Center, building 2797. Review the new nomination form and learn how to submit a package for 2016. This workshop will review helpful tips in writing a winning nomination. Nominations submitted on forms from previous years will not be accepted as they are obsolete. In order for your volunteer to be considered for the 2016 VOYA, nominations must be submitted no later than Feb. 29.

Peer-To-Peer Support Group

Wednesday, 9:30-11:30 a.m., SFAC, building 3639. Caregivers have the opportunity to build a peer support network, share experiences and information with a safe place to talk. Lunch is provided after the morning session and before the afternoon session.

EFMP: What Does It Mean To Me?

Thursday, 1-3 p.m., Military & Family Readiness Center, building 2797. This quarterly workshop provides a basic foundation for families newly enrolled in the Exceptional Family Member Program. Explore how the three pillars (Army Human Resources Command, Army Medical Command and Army Installation Management Command) work together to provide Army EFMP family services. Other topics covered include: medical form, TRICARE, respite care, navigation systems and outreach services. Call 221-2705.

Spouse Information Fair

Thursday, 9 a.m. to Noon, Military & Family Readiness Center, building 2797. Spouses, service members and civilians new to JBSA or patrons looking to reconnect with local military agencies are

welcomed to attend the Spouse Information Fair. Meet with over 20 local military agencies and learn about services offered. Agencies included: Air Force and Army civilian personnel legal assistance, exchange and commissary, Spouses Club, Medical/ Tricare, FSS/MWR, School Liaison, Youth Programs, M&FRC and others. Registration not required. Call 221-2705.

AFTB Birthday Celebration

Thursday, 10:30 a.m., Military & Family Readiness Center, building 2797. Join us for refreshments in celebration of Army Family Team Building birthday. AFTB/ MFTB empowers individuals by maximizing their personal growth and professional development through specialized training, transforming our community into a resilient and strong foundation that meets the military mission. Call 221-2380.

Family Readiness Group Forum

Thursday, 11 a.m. to noon, Military & Family Readiness Center, building 2797. An open forum that provides networking and an opportunity to discuss issues, share lessons learned, facilitates questions and discussions. Call 221-2418.

Troops To Teachers

Thursday, 1-3 p.m., Military & Family Readiness Center, building 2797. Troops to Teachers assists eligible military personnel in pursuit of teaching, as a second career. Topics include: counseling, referral and placement assistance, identifies required certifications and employment opportunities. Call 221-1213.

Car Seat 101

Dec. 14, 9-11 a.m., Military & Family Readiness Center, building 2797. Review the basics of car seat installation and make sure your child is seated properly within their car seat. This class is required for before attending the Safety Seat Clinic. Call 221-2418.

TAP - Goals, Plans, Success

Dec. 14-18, 8 a.m. to 4 p.m., Soldier for Life, building 2263. Mandatory five-day workshop for all service members separating from the military. The GPS workshop is

facilitated by the Department of Labor, Veterans Administration and M&FRC. Call 221-1213.

Accessing Higher Education

Dec. 14-16, 7:30 a.m. to 5 p.m., Education Center, building 2408. This three-day track focused on the pursuit of higher education. Service members will review education requirements that support their personal goals. Topics include: achieving academic success, research and comparing institutions, and financials. Call 221-1213.

Basic Budget Management

Dec. 15, 9-10 a.m., Military & Family Readiness Center, building 2797. This course is required before attending any financial classes and one-on-one budget counseling, unless referred by your command. A copy of your current leave and earnings statement is needed. Call 221-2380.

Microsoft Office 2013 Word Level 1

Dec. 15 & 17, 8 a.m. to noon, Military & Family Readiness Center, building 2797. Trainings are free to DoD ID cardholders of all skill levels. To register, call 221-2380 or 221-2705. Trainings are held in the computer lab, limited seating available. The computer lab will be closed to all others while training is in session.

Air Force Pre-Separation

Dec. 15, 9 a.m. to noon, Military & Family Readiness Center, building 2797. Airmen planning to separate from the military must attend a mandatory counseling. Begin the process 18-months prior to your separation date. Call 221-2380.

Pre-Deployment

Dec. 15, 9-11 a.m., Military & Family Readiness Center, building 2797. Service members scheduled to deploy, TDY longer than 30 days, or go on a remote assignment are required to attend this briefing. Call 221-2418.

Army FAP Unit Training

Dec. 15, 9-11 a.m./1-3 p.m., Military & Family Readiness Center, building 2797. Mandated

INSIDE from P16

Unit Family Advocacy Training in accordance with Army Regulation 608-18 regarding domestic and child abuse identification, reporting, and prevention, the Lautenberg amendment, restricted/unrestricted reporting and transitional compensation program. Call 221-2418 to reserve seats for your unit, reservations will be accepted up to a week in advance.

Volunteer of the Year Award Nomination Process

Dec. 16, 9-11 a.m., Military & Family Readiness Center, building 2797. Review the new nomination form and learn how to submit a package for 2016. This workshop will review helpful tips in writing a winning nomination. Nominations submitted on forms from previous years will not be

accepted as they are obsolete. In order for your volunteer to be considered for the 2016 VOYA, nominations must be submitted no later than Feb. 29.

Post-Deployment

Dec. 16, 1-3 p.m., Military & Family Readiness Center, building 2797. Patrons returning from deployment are required to attend this briefing. Review ways to deal with the stressors associated with reintegration back into the home life. Call 221-2418.

Pre-Deployment

Dec. 16, 1-3 p.m., Military & Family Readiness Center, building 2797. Service members scheduled to deploy, TDY longer than 30 days, or go on a remote assignment are required to attend this briefing. Call 221-2418.

Sponsorship Application

Dec. 16, 2-3 p.m., Military & Family Readiness Center, building 2797. Mandatory training for military sponsors; sponsors serve as the link between a newcomer and their unit, installation and new community. Learn about roles and responsibilities. The Electronic Sponsorship Application & Training (eSAT) is available at <http://apps.militaryonesource.mil/ESAT> and provides registration, training certificates, sponsorship duty checklist, newcomers needs assessment, welcome packet and links to important Department of Defense and service relocation websites.

Communication Skills

Dec. 16, 9-11 a.m., Military & Family Readiness Center, building 2797. Learn communi-

cation and relationship building skills that will help to foster connection in relationships at home and in the workplace. Call 221-2418.

Interviews, Dress For Success

Dec. 16, 9-11 a.m., Military & Family Readiness Center, building 2797. Take pride in your appearance and follow expected guidelines of what to wear and be prepared for your interview. Discover ways to make a connection. Call 221-2380.

FRG Leadership Academy

Dec. 16, 8:30 a.m. to 4 p.m., Military & Family Readiness Center, building 2797. This training covers key positions, roles and responsibilities. Establish a network, resources and communications. Call 221-2418.



AccessAbility Fest

Joint Base San Antonio Exceptional Family Member Program consultants invite patrons to attend the 9th annual AccessAbility Fest from 11 a.m. to 3 p.m. Tuesday at El Mercado, 514 W. Commerce. The event is a gateway to resources, opportunities and independence. This comprehensive community initiative spotlights programs and services that support all abilities, physical, developmental, sensory and mental health challenges. This free event is open to the public.

Military Salute At The Briscoe Museum

The Briscoe Western Art

Museum, located at 210 W. Market St. in San Antonio, offers a military salute program that allows year-round free admission for active duty military and up to four members of their family. For more information, visit <http://www.briscoemuseum.org>.

Van Autreve Sergeants Major Association

The Sgt. Maj. Of the Army Leon L. Van Autreve Sergeants Major Association meets at 5 p.m. on the third Thursday of each month at the Longhorn Café, 1003 Rittiman Road. All active duty, Reserve, National Guard and retired sergeants major are invited. Call 539-1178.

Enlisted Association

Chapter 80 of the Enlisted Association meets at 1 p.m. on the fourth Wednesday of each month at the JBSA-Lackland Gateway Club. Call 658-2344.

VOTING from P15

federal employee may continue to “friend,” “like,” or “follow” the official Facebook, Twitter, or other social media page of the President or Member of Congress, even after the President or Member begins his reelection campaign.

Q: What should a federal employee do if an individual posts or “tweets” a message soliciting political contributions to a partisan group or candidate in a partisan race, or a link to the political contribution page for such entities, on the employee’s social media page?

A: Although the Hatch Act prohibits federal employees from soliciting or receiving political contributions at any time, employees are not responsible for the statements of third parties, even when they appear on their social media page. Thus, if an individual posts a link to the political contribution page of a partisan group or candidate in a partisan race, or oth-

erwise solicits political contributions, the employee need not take any action. The same advice applies to any “tweets” directed at the employee. However, the employee should not “like,” “share,” or “retweet” the solicitation or respond in any way that would tend to encourage other readers to contribute.

Q: If a federal employee has listed his official title or position on Facebook, may he also complete the “political views” field?

A: Yes. Simply identifying one’s political party affiliation on a social media profile, which also contains one’s official title or position, without more, is not an improper use of official authority. 4

Q: May a federal employee display a political party or campaign logo or candidate photograph as her cover or header photo on Facebook or Twitter?

A: Yes, federal employees may display a political party or campaign logo or candidate photograph as their cover

or header photo on their personal Facebook or Twitter accounts. This display, usually featured at the top of one’s social media profile, without more, is not improper political activity.

Q: May a federal employee display a political party or campaign logo or a candidate photograph as his profile picture on Facebook or Twitter?

A: Yes, but subject to the following limitations. Because a profile picture accompanies most actions on social media, a federal employee would not be permitted, while on duty or in the workplace, to post, “share,” “tweet,” or “retweet” any items on Facebook or Twitter, because each such action would show their support for a partisan group or candidate in a partisan race, even if the content of the action is not about those entities.

Email

Q: What is a partisan political email?

A: A partisan political email is an email that is directed at the success or failure of a partisan

group or candidate in a partisan race.

Q: May a federal employee – while on duty or in the workplace – receive a partisan political email?

A: Yes. Simply receiving a partisan political email while at work, whether to a personal or government email account, without more, does not violate the Hatch Act. However, federal employees must not send or forward partisan political emails to others while on duty or in the workplace.

Q: May a federal employee – while on duty or in the workplace – forward a partisan political email from her government email account to her personal email account?

A: Yes. If a federal employee receives a partisan political email in his government email account, she may send that email to her personal email account while at work. Simply forwarding such an email to one’s personal email account, without more, does not violate the Hatch Act. 5

Q: May a federal employee – while on duty or in the workplace – send or forward a partisan political email from his government email account or his personal email account to others?

A: No. A federal employee cannot send or forward a partisan political email from either his government email account or his personal email account (even using a personal device) while at work.

Q: May a federal employee – while on duty or in the workplace – send or forward an email about current events or matters of public interest to others?

A: The Hatch Act does not prohibit federal employees from engaging in non-partisan political activities. Accordingly, employees may express their opinions about current events and matters of public interest at work so long as their actions are not considered political activity. For example, employees are free to express their views and take action as individual

citizens on such questions as referendum matters, changes in municipal ordinances, constitutional amendments, pending legislation or other matters of public interest, like issues involving highways, schools, housing, and taxes. Of course, employees should be mindful of their agencies’ computer use policies prior to sending or forwarding any non-work related emails.

Q: May a federal employee send or forward a partisan political email to subordinate employees?

A: No. It is an improper use of official authority for a supervisor to send or forward a partisan political email to subordinates, at any time.

Q: May a federal employee send or forward an email invitation to a political fundraising event to others?

A: No. The Hatch Act prohibits federal employees from soliciting or receiving political contributions, which includes inviting individuals to political fundraising events, at any time.

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